

Pengaruh Job Crafting Terhadap Work Engagement dengan Work Meaning sebagai Variabel Mediasi (Studi Pada Karyawan Tetap Perusahaan di Wilayah DKI Jakarta) = The Effect of Job Crafting on Work Engagement through Work Meaning as a Mediation Variable (Studies on Permanent Employees of a Company in the DKI Jakarta Region)

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Abstrak

Job crafting kini menjadi salah satu strategi yang digunakan dalam meningkatkan work engagement dari para karyawan. Berdasarkan penelitian terdahulu work meaning yang dialami karyawan juga berperan dalam meningkatkan work engagement. Tujuan dari penelitian ini adalah untuk menganalisis pengaruh job crafting terhadap work engagement dengan dimediasi oleh work meaning pada karyawan tetap perusahaan di wilayah DKI Jakarta. Metode penelitian yang digunakan adalah kuantitatif melalui teknik purposive sampling pada 225 responden yang diperoleh melalui kuesioner online. Kuesioner dibagikan kepada responden dengan kriteria berupa karyawan tetap yang bekerja pada perusahaan di wilayah DKI Jakarta. Teknik analisis data menggunakan Macro PROCESS. Hasil penelitian menunjukkan bahwa job crafting berpengaruh signifikan terhadap work engagement melalui variabel mediasi work meaning. Pada uji mediasi menunjukkan bahwa work meaning memiliki pengaruh mediasi parsial pada hubungan job crafting terhadap work engagement pada karyawan tetap perusahaan di wilayah DKI Jakarta.

.....Job crafting is now one of the strategies used in increasing the work engagement of employees. Based on previous research, work meaning experienced by employees also plays a role in increasing work engagement. The purpose of this study was to analyze the effect of job crafting on work engagement by mediating work meaning on permanent employees of the formal sector in the DKI Jakarta area. The research method used is a quantitative through purposive sampling technique on 225 respondents obtained through an online questionnaire. Questionnaires were distributed to respondents with criteria in the form of permanent employees who work for companies in the DKI Jakarta area. Data analysis technique using Macro PROCESS. The results showed that job crafting has a significant effect on work engagement through work meaning mediation variables. The mediation test shows that work meaning has a partial mediating effect on the relationship between job crafting and work engagement for permanent employees of the company in the DKI Jakarta area